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**UNITED STATES DISTRICT COURT**  
**NORTHERN DISTRICT OF CALIFORNIA**  
**SAN FRANCISCO DIVISION**

AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES, AFL-CIO, *et al.*,

Plaintiffs,

v.

DONALD J. TRUMP, in his official capacity as  
President of the United States, *et al.*,

Defendants.

Case No.: 3:25-cv-03070-JD

**SUPPLEMENTAL DECLARATION  
OF LEE SUTTON**

**SUPPLEMENTAL DECLARATION OF LEE SUTTON**

I, Lee Sutton, declare as follows:

1. I am over 18 years of age and competent to give this declaration. This declaration is based on my personal knowledge, information, and belief.

2. I am the Federal Director of the National Association of Government Employees, Inc., also known as the National Association of Government Employees, SEIU Local 5000 (“NAGE”). NAGE, a national labor organization, is incorporated in the state of Delaware. NAGE is also an affiliate of the Service Employees International Union, SOC, CLC. NAGE’s national headquarters is located at 159 Thomas Burgin Parkway, Quincy, Massachusetts, 02169. I have served as Federal Director since November 2017. Professionally, I am known as Lee Blackmon.

3. NAGE represents approximately 62,400 civilian employees working in Excluded Agencies, including DOD, VA, and EPA, across the United States.

4. Voluntary dues through payroll deduction are the financial backbone of the NAGE federal sector labor union, enabling it to effectively advocate for members’ rights and working conditions. Unlike private sector unions, federal sector unions cannot require membership or mandatory dues. Unions like NAGE are obligated to provide fair representation to employees in the bargaining unit, as outlined in the applicable collective bargaining agreement, regardless of their dues-paying status.

5. NAGE services for its members, including the support staff that provide services to members, are funded through dues. Since March 27, 2025, the Department of Defense, Veterans Affairs, and Environmental Protection Agency have ceased collecting member dues through automatic payroll deduction for employees covered by the Exclusion Executive Order. These cuts to dues, if sustained, will result in the loss of approximately \$4 million dollars in annual receipts. Eventually, these losses will likely result in reductions in services and staff.

1       6. Since March 27, 2025, the Department of Veterans Affairs has delayed or failed to  
2 respond to NAGE grievances, requests for information, and demands to bargain and has asserted  
3 it is unilaterally placing at least one matter in abeyance as a result of the Executive Order.

4       7. A NAGE Local Unit serving over 1,500 Air Force bargaining employees, was informed  
5 by the applicable personnel office that they will not follow the collective bargaining agreement  
6 because the Executive Orders prevents them from responding to all union matters.

7       8. Another NAGE Local Unit serving over 800 Air Force bargaining unit employees, was  
8 informed on May 5, 2025, by the Labor Relations Officer, that in the next day or so, it will  
9 receive notice from the agency further implementing the Executive Order. The notice "will affect  
10 official time, Weingarten [rights] and formal discussions, info[rmation] requests, [and]  
11 grievances," as well as government provided space and equipment provided for the purpose  
12 representational functions of the union.

13       I declare under penalty of perjury under the laws of the United States that the foregoing is  
14 true and correct. Executed May 6, 2025, in Clinton, Maryland.

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18                   Lee Sutton  
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